

Mercedes Clay and Amanda Jo Hobson, Ph.D



Mercedes Clay (she/her) is a dedicated professional with more than twenty-five years of experience in Diversity, Equity, and Inclusion (DEI) and higher education. She believes in creating an environment where everyone feels valued, respected and protected. She currently serves as the Director of Community and Belonging at Rose-Hulman Institute of Technology. Her involvement in the field is driven by a deep passion and commitment, viewing her work as both a calling and a ministry. Her experience equips her with a comprehensive understanding of the complexities involved in fostering inclusive environments. She has experience in assessing the efficacy of organizational leadership and structure. Mercedes is also a life coach specializing in relationships, conflict resolution in the workplace and general life management.



Amanda Jo Hobson, Ph.D. (they/she) is a scholar, practitioner, and educator focused on creating a sense of belonging on campuses and in communities through a trauma-informed approach and has more than twenty-five years of experience in higher education in a variety of functional areas. They currently serve as the Community and Belonging Associate Director at Rose-Hulman Institute of Technology in Terre Haute, Indiana, and as the Vice President of Belonging, Outreach, and Membership for the Popular Culture Association, an international interdisciplinary organization dedicated to advancing scholarly research on popular culture. She is co-editor with U. Melissa Anyiwo of the *Palgrave Studies in Monstrosity* series as well as various individual volumes and author of several book chapters and journal articles. She is a consultant focused on inclusion, communication, and conflict management in the workplace and a life coach, specializing in working with creatives, artists, and scholars to sustain and expand their creativity, flow, and productivity.